

Telecom Executives' Association of MTNL

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No. TEAM/CHQ/MTNL/CO/2014-15/104

Dated : 20.05.2015

To

Sh. Sunil Kumar,
Director(HR),
Mahanagar Telephone Nigam Limited,
C.G.O. Complex, New Delhi.

Subject:-Inordinate delay in holding of DPCs of executives due to Mal-functioning of HR Cell.

R/Sir ,

With regard to the subject under reference, we want to submit the following to draw your kind attention towards the functioning of HR section of the corporate office:-

1. That the MTNL corporate office had called for the CRs of Sr.AO/AOs vide letter no. MTNL/CO/Pers. II/E-05/Fin./2014-15/1035 dt.04-02-2015 against DPC calendar for Executive-2014. In this letter Delhi and Mumbai units had been directed to send the screening report of eligible candidates falling under the zone of consideration as per the set guidelines for DPC for OC , SC and ST candidates . Accordingly the Mumbai unit and Delhi unit sent the screening report on 25-03-2015 and 04-05-2015 respectively to the HR section of the Corporate office.

But we became surprised to see a letter no. MTNL/CO/Pers. II/Sr. AO-AO/Seniority/2015/1097 dt.14-05-2015 from Corporate office, wherein the objection has been invited from the Sr.AOs/AOs about their seniority. This has happened when meeting of DPC is to be scheduled at corporate office to finalize and approve the promotion order for CAOs. This has never happened in the past in any Govt. department and even in the history of MTNL. This kind of action of HR section of Corporate office appears totally uncalled for and mala-fide.

2. Similarly, in the case of DPC of regular promotion from SDE (Telecom) to DE/Sr. Manager (Telecom), the functioning of HR section appears to be suspicious. This DPC was also part of DPC Calendar for 2014 issued by Corporate office. For this DPC too, the screening report of all eligible SDE (Telecom) from Mumbai and Delhi unit sent to corporate office in the last week of Nov.2014 and second week of Dec.2014 respectively. But meeting of DPC at Corporate office couldn't be conducted even after our continuous persuasion. Later on when we asked the reason for delay from GM(HR) he was not in a position to give satisfactory reply. Thereafter, in the last week of Jan. 2015 we came to know from GM (HR) that Hon'ble Supreme Court has

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pronounced the Judgement in Rule-206 Seniority case and hence DPC couldn't be done. This delay in holding the DPC was part of conspiracy of HR section against the absorbees so that they should retire without getting their due promotion.

3. We have also brought the mal-functioning of HR section in the case of Competitive examination at E-5 level which ultimately the Corporate office has cancelled.

4. Another case of mal-functioning of HR section is non-settlement/non-finalization of Gradation list of JAOs who were recruited through a departmental exam. conducted as per DOP&T RR. Due to this the departmental candidate in JAOs cadre could not get their promotion as AO on regular basis while their counterpart Outside recruited JAOs have already been promoted in 2013.

Sir, from all the above quoted cases we feel that HR section of the corporate office is functioning as **Self-Styled autonomous body** in MTNL and they don't follow the rules and guidelines either formed by DOPT or Govt. of India. It seems that the sole motive/objective of HR section of MTNL is to ensure that the executives who have come on absorption in MTNL should not be promoted till their retirement.

In view of the above, we solicit your immediate intervention to check these elements in HR section. We also demand immediate overhauling of HR section because lot of vested interest and corrupt element have developed deep roots in HR section of MTNL Corporate Office. Otherwise, our association will be left with no alternative except to resort to **Protest Action** so as to uproot these corrupt elements from HR section of corporate office.

With Regards,

Yours sincerely,



(A.K. Kaushik)

General Secretary

Copy to:-

1. Sh. P.K. Purwar, CMD, MTNL, for kind information and necessary action please.
2. GM(HR) for information and necessary action please.